



H-2A Agricultural Clearance Order
Form ETA-790A
U.S. Department of Labor

A. Job Offer Information

1. Job Title * Farmworkers and Laborers, Crop							
2. Workers Needed *	a. Total	b. H-2A	Period of Intended Employment				
	167	167	3. Begin Date * 1/3/2022		4. End Date *5/31/2022		
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.							<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6. Anticipated days and hours of work per week *							7. Hourly work schedule *
36	a. Total Hours	6	c. Monday	6	e. Wednesday	6	g. Friday
0	b. Sunday	6	d. Tuesday	6	f. Thursday	6	h. Saturday
							a. <u>7</u> : <u>00</u> <input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
							b. <u>2</u> : <u>00</u> <input type="checkbox"/> AM <input checked="" type="checkbox"/> PM
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * <i>(Please begin response on this form and use Addendum C if additional space is needed.)</i> Citrus Harvesting - Workers will perform assigned duties as instructed by their supervisor. Duties may vary from time to time. Following the Supervisors instruction, the worker will place a picking sack over their shoulder and carry an 18 to 22 ladder from the field truck to the particular area of the grove to be harvested. The picking sack is a canvas bag equipped with a shoulder strap for support, an opening for the insertion of fruit, and an opening to remove fruit. A fully loaded sack weights between approximately 80 and 100 pounds, depending upon the size, condition and variety of fruit. Worker positions ladder against the tree and within reach of the fruit in a leaning position, taking care not to break limbs, damage the tree, knock off fruit, or interfere with other workers, in a secure position to prevent slipping or falling and possible injury to themselves or other workers. Worker will remove fruit from the tree and place into pick sack. When pick sack is full take full sack to fruit container located in the grove and drop fruit from pick sack into container. In order to perform this kind of work, worker must be able to work outside for at least 6 hours a day in all kinds of weather and be in possession of the requisite physical strength and endurance to repeat the picking process rapidly, working quickly and skillfully with their hands, and carrying a large number of sacks of fruit from the arena in which the fruit is being harvested to the location of the container.							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units/Special Pay Information \$	
\$ <u>12</u> <u>08</u>		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ _____			
9. Is a completed Addendum A providing additional information on the crops or agricultural activities and wage offers attached to this job offer? *							<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Frequency of Pay. * <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Monthly <input type="checkbox"/> Other (specify): <u>N/A</u>							
11. State all deduction(s) from pay and, if known, the amount(s). * <i>(Please begin response on this form and use Addendum C if additional space is needed.)</i> The employer will make the following deductions: FICA taxes, income tax, cash advances, overpayment of wages, charges for any loss to the employer due to the worker's damage or loss of equipment or housing items where is shown that the worker is responsible and any other deductions expressly authorized by the worker in writing. No state income tax will be deducted.							



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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or Higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *	0	3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) *			
<input type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> g. Exposure to extreme temperatures	
<input type="checkbox"/> b. Driver requirements		<input checked="" type="checkbox"/> h. Extensive pushing or pulling	
<input type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> i. Extensive sitting or walking	
<input checked="" type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> j. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>100</u> lbs.		<input checked="" type="checkbox"/> k. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. \$	
6. Additional Information Regarding Job Qualifications/Requirements. (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) *			
See Addendum C			

C. Place of Employment Information

1. Address/Location *			
1813 S Forbes Rd			
2. City *	3. State *	4. Postal Code *	5. County *
Plant City	Florida	33566	Hillsborough
6. Additional Place of Employment Information (If no additional information, enter " NONE " below) *			
5339			
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

D. Housing Information

1. Housing Address/Location *			
18110 Hwy 27			
2. City *	3. State *	4. Postal Code *	5. County *
Lake Wales	Florida	33859	Polk
6. Type of Housing *		7. Total Units *	8. Total Occupancy *
Rental Housing		20	81
9. Housing complies or will comply with the following applicable standards: *		<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal	
10. Additional Housing Information. (If no additional information, enter " NONE " below) *			
NONE			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No



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E. Provision of Meals

1. Describe how the employer will provide each worker with 3 meals a day or furnish free and convenient cooking and kitchen facilities. * (Please begin response on this form and use Addendum C if additional space is needed.)

Employer will provide free and convenient cooking and kitchen amenities to workers living in employer provided housing which will enable workers to prepare their own meals. Employer will provide three (3) catered meals for workers in housing that does not have kitchen amenities at a rate not to exceed \$13.17 a day per worker. If the cooking and kitchen amenities are found to not be sufficient at anytime throughout the contract and three (3) catered meals must be provided, the employer will deduct up to \$13.17 a day from each worker's pay for the catered meals.

2. If meals are provided, the employer: *

☐ **WILL NOT** charge workers for such meals.

☒ **WILL** charge workers for such meals at \$ 13 . 17 per day per worker.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangement for daily transportation the employer will provide to workers. *

(Please begin response on this form and use Addendum C if additional space is needed.)

Employer will provide transportation once per week to the laundry mat, local grocery store and bank.

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). *

(Please begin response on this form and use Addendum C if additional space is needed.)

See Addendum C

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *

a. no less than \$ 13 . 17 per day *

b. no more than \$ 55 . 00 per day with receipts



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G. Referral and Hiring Instructions

1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer, or the employer's authorized hiring representative, methods of contact, and the days and hours applicants will be considered for the job opportunity. *

(Please begin response on this form and use Addendum C if additional space is needed.)

Workers are screened for compliance with the following criteria: a) confirm ability, availability, qualifications and willingness to perform work described and confirm intention to work the entire season; b) local workers confirm availability and reliable daily transportation to and from the job site for the entire season. Non local workers confirm availability of transportation to job site to begin work; c) confirmation of full disclosure of all terms, conditions, and nature of work; d) confirmation of legal qualifications to work in the US. The employer may terminate the worker (foreign and/or domestic) with notification to the employment service if employer discovers a criminal conviction record or status as a registered sex offender that employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers. All referrals are to be directed to the H.R. Manager at 201 Center Street, Dundee, FL 33838 Telephone: 863-439-4225 ext.1077. Collect calls will not be accepted. Walk-in applications will be accepted for interview. Hours for all Referred and Walk-In Applicants are Monday through Friday from 9 a.m to 11a.m and from 1 p.m. to 3 p.m. Prior to referral, each worker should either read or have read to them a copy of the Job Offer and that they understand all terms and conditions of employment as noted in the order. All workers should also be advised that they will be expected to work for the total period of employment as noted in the Job Offer and should be available to work in any one of the listed job activities at the discretion of the employer and workers must have transportation to the designated pick-up location. All hired referred and walk-in applicants must bring with them original documentation of identity and employment eligibility documents (original documents only), sufficient to complete the I-9 Form within 3 days of employment. All workers from within normal commuting distance recruited against this Job Order will not be provided housing and transportation.

2. Telephone Number to Apply *

+1 (863) 439-4225

3. Email Address to Apply *

H2ALabor@statewideharvesting.com

4. Website address (URL) to Apply *

N/A

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *

☒ Yes ☐ No



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I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders

By virtue of my signature below, I **HEREBY CERTIFY** my knowledge of and compliance with applicable Federal, State, and local employment-related laws and regulations, including employment-related health and safety laws, and certify the following conditions of employment:

1. **JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an H-2A *Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR 653, subpart F and the requirements set forth in 20 CFR 655.122. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR 655, Subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
2. **NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all worksites for which the employer is requesting H-2A labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
3. **HOUSING FOR WORKERS:** Employer agrees to provide for or secure housing for H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).

Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the housing has been inspected and approved.

4. **WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
5. **EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f).
6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g).

For workers engaged in the herding or production of livestock on the range, the employer agrees to provide each worker, without charge or deposit charge, (1) either three sufficient meals a day, or free and convenient cooking facilities and adequate provision of food to enable the worker to prepare his own meals. To be sufficient or adequate, the meals or food provided must include a daily source of protein, vitamins, and minerals; and (2) adequate potable water, or water that can be easily rendered potable and the means to do so. 20 CFR 655.210(e).

7. **TRANSPORTATION AND DAILY SUBSISTENCE:** Employer agrees to provide the following transportation and daily subsistence benefits to eligible workers.

A. Transportation to Place of Employment (Inbound)

If the worker completes 50 percent of the work contract period, and the employer did not directly provide such transportation or subsistence or otherwise has not yet paid the worker for such transportation or subsistence costs, the employer agrees to reimburse the worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment. The amount of the transportation payment must be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. The amount the employer will pay for daily subsistence expenses are those amounts disclosed in this clearance order, which are at least as much as the employer would charge the worker for providing the worker with three meals a day during employment (if applicable), but in no event will less than the amount permitted under 20 CFR 655.173(a). The employer understands that the Fair Labor Standards Act applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 CFR 655.122(h)(1).

B. Transportation from Place of Employment (Outbound)

If the worker completes the work contract period, or is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer agrees to provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the work contract period, or who are terminated for cause, if the employer follows the notification requirements in 20 CFR 655.122(n).



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If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer must provide for such expenses. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the subsequent employer must provide or pay for such expenses.

The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the 50 percent rule as described in sec. 655.135(d) of this subpart with respect to the referrals made after the employer's date of need. 20 CFR 655.122(h)(2).

C. *Daily Transportation*

Employer agrees to provide transportation between housing provided or secured by the employer and the employer's worksite(s) at no cost to the worker. 20 CFR 655.122(h)(3).

D. *Compliance with Transportation Standards*

Employer assures that all employer-provided transportation will comply with all applicable Federal, State, or local laws and regulations. Employer agrees to provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer will ensure that such workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation. Employer agrees to have property damage insurance. 20 CFR 655.122(h)(4).

8. **THREE-FOURTHS GUARANTEE:** Employer agrees to offer the worker employment for a total number of work hours equal to at least three-fourths of the workdays of the total period beginning with the first workday after the arrival of the worker at the place of employment or the advertised contractual first date of need, whichever is later, and ending on the expiration date specified in the work contract or in its extensions, if any. 20 CFR 655.122(i).

The employer may offer the worker more than the specified hours of work on a single workday. For purposes of meeting the three-fourths guarantee, the worker will not be required to work for more than the number of hours specified in the job order for a workday, or on the worker's Sabbath or Federal holidays. If, during the total work contract period, the employer affords the U.S. or H-2A worker less employment than that required under this guarantee, the employer will pay such worker the amount the worker would have earned had the worker, in fact, worked for the guaranteed number of days. An employer will not be considered to have met the work guarantee if the employer has merely offered work on three-fourths of the workdays if each workday did not consist of a full number of hours of work time as specified in the job order. All hours of work actually performed may be counted by the employer in calculating whether the period of guaranteed employment has been met. Any hours the worker fails to work, up to a maximum of the number of hours specified in the job order for a workday, when the worker has been offered an opportunity to work, and all hours of work actually performed (including voluntary work over 8 hours in a workday or on the worker's Sabbath or Federal holidays), may be counted by the employer in calculating whether the period of guaranteed employment has been met. 20 CFR 655.122(i).

If the worker is paid on a piece rate basis, the employer agrees to use the worker's average hourly piece rate earnings or the required hourly wage rate, whichever is higher, to calculate the amount due under the three-fourths guarantee. 20 CFR 655.122(i).

If the worker voluntarily abandons employment before the end of the period of employment set forth in the job order, or is terminated for cause, and the employer follows the notification requirements in 20 CFR 655.122(n), the worker is not entitled to the three-fourths guarantee. The employer is not liable for payment of the three-fourths guarantee to an H-2A worker whom the Department of Labor certifies is displaced due to the employer's requirement to hire qualified and available U.S. workers during the recruitment period set out in 20 CFR 655.135(d), which lasts until 50 percent of the period of the work contract has elapsed (50 percent rule). 20 CFR 655.122(i).

Important Note: In circumstances where the work contract is terminated due to contract impossibility under 20 CFR 655.122(o), the three-fourths guarantee period ends on the date of termination.

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).
10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) If piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

For workers engaged in the herding or production of livestock on the range, the employer is exempt from recording and furnishing the hours actually worked each day, the time the worker begins and ends each workday, as well as the nature and amount of work performed, but otherwise must comply with the earnings records and hours and earnings statement requirements set out in 20 CFR 655.122(j) and (k). The employer agrees to keep daily records indicating whether the site of the employee's work was on the range or off the range. If the employer prorates a worker's wage because of the worker's voluntary absence for personal reasons, it must also keep a record of the reason for the worker's absence. 20 CFR 655.210(f).



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11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), the prevailing hourly wage rate, the prevailing piece rate, the agreed-upon collective bargaining rate, or the Federal or State minimum wage rate, in effect at the time work is performed, whichever is highest. If the worker is paid by the hour, the employer must pay this rate for every hour or portion thereof worked during a pay period. If the offered wage(s) disclosed in this clearance order is/are based on commission, bonuses, or other incentives, the employer guarantees the wage paid on a weekly, semi-monthly, or monthly basis will equal or exceed the AEWR, prevailing hourly wage or piece rate, the legal Federal or State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest.

If the worker is paid on a piece rate basis and at the end of the pay period the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate of pay, the employer agrees to supplement the worker's pay at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. 20 CFR 655.120, 655.122(l).

For workers engaged in the herding or production of livestock on the range, the employer agrees to pay the worker at least the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, in effect at the time work is performed, whichever is highest, for every month of the job order period or portion thereof. If the offered wage disclosed in this clearance order is based on commissions, bonuses, or other incentives, the employer assures that the wage paid will equal or exceed the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, whichever is highest, and will be paid to each worker free and clear without any unauthorized deductions. The employer may prorate the wage for the initial and final pay periods of the job order period if its pay period does not match the beginning or ending dates of the job order. The employer also may prorate the wage if an employee is voluntarily unavailable to work for personal reasons. 20 CFR 655.210(g).

12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).
13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the Federal Register, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract if the worker fails to show up for work at the regularly scheduled time and place for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).

14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the U.S. Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable to the worker and consistent with existing immigration laws. In situations where a transfer is not affected, the employer agrees to return the worker at the employer's expense to the place from which the worker, disregarding intervening employment, came to work for the employer, or transport the worker to his/her next certified H-2A employer, whichever the worker prefers. The employer will also reimburse the worker the full amount of any deductions made by the employer from the worker's pay for transportation and subsistence expenses to the place of employment. The employer will also pay the worker for any transportation and subsistence expenses incurred by the worker to that employer's place of employment. The amounts the employer will pay for subsistence expenses per day are those amounts disclosed in this clearance order. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. 20 CFR 655.122(o).

The employer is not required to pay for transportation and daily subsistence from the place of employment to a subsequent employer's worksite if the worker has contracted with a subsequent employer who has agreed to provide or pay for the worker's transportation and subsistence expenses from the present employer's worksite to the subsequent employer's worksite. 20 CFR 655.122(h)(2).

15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the required terms of this clearance order, including all Addendums, and the certified *H-2A Application for Temporary Employment Certification* will be the work contract. 20 CFR 655.122(q).



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17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**

- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated date of need, unless the employer has amended the date of need at least 10 business days before the original date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., e-mail notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated date of need, and the employer fails to notify the OHO at least 10 business days before the original date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(5).
- B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
- C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
- D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
- E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
- F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

I declare under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both. 18 U.S.C. 2, 1001.

1. Last (family) name * Pate	2. First (given) name * Adam	3. Middle initial \$ S
4. Title * President		
5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>		6. Date signed * 11/5/2021

Employment Service Statement

In view of the statutorily established basic function of the Employment Service (ES) as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the Department of Labor's Employment and Training Administration (ETA) nor the SWAs are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the ES constitute a contractual job offer to which the ETA or a SWA is in any way a party. 20 CFR 653.501(c)(1)(i).

Public Burden Statement (1205-0466)

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average .63 hours per response for all information collection requirements, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing, reviewing, and submitting the collection of information. The obligation to respond to this data collection is required to obtain/retain benefits (44 U.S.C. 3501, Immigration and Nationality Act, 8 U.S.C. 1101, et seq.). Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Foreign Labor Certification, 200 Constitution Ave., NW, Suite PPII 12-200, Washington, DC, 20210. (Paperwork Reduction Project OMB 1205-0466). DO NOT send the completed application to this address.



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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Grapefruit (Fresh)	\$ 00 . 70	Piece Rate	per 85 lb. field box
	Valencia (Fresh)	\$ 00 . 95	Piece Rate	per 90 lb. field box
	Valencia (Process)	\$ 01 . 05	Piece Rate	per 90 lb. field box
	Early/Mid Oranges (Process)	\$ 01 . 00	Piece Rate	per 90 lb. field box
	Early/Mid Oranges (fresh)	\$ 01 . 00	Piece Rate	per 90 lb. field box
	Late Tangerines (Fresh)	\$ 01 . 40	Piece Rate	per 95 lb. field box
	Grapefruit (Process)	\$ 00 . 70	Piece Rate	per 85 lb. field box
	Early Tangerines (Process)	\$ 01 . 40	Piece Rate	per 95 lb. field box
	Early Tangerines (Fresh)	\$ 01 . 50	Piece Rate	per 90 lb. field box
	Peaches (Fresh)	\$ 12 . 08	Hour	

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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Late Tangerines (Process)	\$ 01 . 40	Piece Rate	per 95 lb. field box
	Naval (Fresh)	\$ 01 . 10	Piece Rate	per 90 lb. field box
	Navel (Process)	\$ 00 . 90	Piece Rate	per 90 lb. field box
	Blueberry (Hand Harvest)	\$ 00 . 60	Piece Rate	per lb.
	Strawberry Harvesting	\$ 00 . 85	Piece Rate	per 6 individual one pint flat weighing approximately 6 lbs.
	Erecting Greenhouse for Citrus	\$ 12 . 08	Hour	
	General Farm Labor	\$ 12 . 08	Hour	
	Strawberry Harvesting	\$ 01 . 70	Piece Rate	per individual stem clam shell weighing approximately 4 lbs.
	Strawberry Harvesting	\$ 01 . 70	Piece Rate	per 12 individual one pint flat weighing approximately 12 lbs.
	Strawberry Harvesting	\$ 01 . 60	Piece Rate	per 8 individual one pint flat weighing approximately 10 lbs.

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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Strawberry Harvesting	\$ 01 . 60	Piece Rate	per 4 individual one pint flat weighing approximately 10 lbs.
	Strawberry - Cutting/Trimming Runners	\$ 12 . 08	Hour	
	Strawberry Harvesting	\$ 00 . 50	Piece Rate	per 6 individual one pint flat weighing approximately 6 lbs.
	Strawberry Harvesting	\$ 01 . 70	Piece Rate	per 9 individual clam shells weighing approximately 11 lbs.
	Strawberry Harvesting	\$ 01 . 60	Piece Rate	per 8 individual clam shells weighing approximately 8 lbs.
	Strawberry Harvesting	\$ 01 . 30	Piece Rate	per 12 individual 8 oz. clam shells weighing approximately 8 lbs.
	Strawberry - Weeding	\$ 12 . 08	Hour	
	Strawberry Harvesting	\$ 01 . 25	Piece Rate	per container weighing approximately 4 lbs.
	Strawberry Harvesting - Juice	\$ 12 . 08	Hour	
	Strawberry - Freeze Protection Activities	\$ 12 . 08	Hour	

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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Vegetables - Staking Peppers	\$ 12 . 08	Hour	
	Strawberry Harvesting	\$ 01 . 30	Piece Rate	per 12 individual clam shells weighing approximately 6 lbs.
	Strawberry - Laying Plastic	\$ 12 . 08	Hour	
	Strawberry - Removing Plastic	\$ 12 . 08	Hour	
	Vegetable Harvesting - Anaheim Pepper	\$ 01 . 00	Piece Rate	per bucket
	Strawberry - Planting	\$ 12 . 08	Hour	
	Vegetable Harvesting - Tomatillo pepper	\$ 01 . 75	Piece Rate	per bucket
	Vegetable Harvesting - Jalapeno Pepper	\$ 01 . 75	Piece Rate	per bucket
	Strawberry - Drip tape hook up	\$ 12 . 08	Hour	
	Vegetable Harvesting - Baby Bell/ Bellafina	\$ 01 . 50	Piece Rate	per bucket

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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Vegetable Harvesting - Long Hot/ Chili Chicote	\$ 01 . 00	Piece Rate	per bucket
	Strawberry - Drip tape removal	\$ 12 . 08	Hour	
	Vegetable Harvesting - Poblano	\$ 00 . 75	Piece Rate	per bucket
	Vegetable Harvesting - Mini Sweet	\$ 02 . 50	Piece Rate	per bucket
	Vegetable Harvesting - Habanero	\$ 02 . 00	Piece Rate	per bucket
	Vegetable Harvesting - Red Fresno	\$ 02 . 50	Piece Rate	per bucket
	Vegetables - Stringing Peppers	\$ 12 . 08	Hour	
	Vegetable Harvesting - Green Squash/ Zucchini	\$ 01 . 50	Piece Rate	per 1/2 bushel
	Vegetable Harvesting - Serrano Pepper	\$ 03 . 00	Piece Rate	per bucket
	Vegetable Harvesting - Yellow Squash	\$ 00 . 65	Piece Rate	per 1/2 bushel

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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Vegetable Harvesting - Hungarian Wax/Banana	\$ 01 . 00	Piece Rate	per bucket
	Vegetable Harvesting - Cubanelle/ Chili Cubanele	\$ 00 . 75	Piece Rate	per bucket
	Vegetable Harvesting - Finger Hot/ Chile Dedo	\$ 02 . 50	Piece Rate	per bucket
	Vegetable Harvesting - Cherry Hot	\$ 02 . 50	Piece Rate	per bucket
	Vegetable Harvesting - Bell Pepper	\$ 00 . 65	Piece Rate	per 1/2 bushel
	Vegetable Harvesting - Eggplant	\$ 01 . 00	Piece Rate	per bucket
	Vegetable Harvesting - Cucumbers	\$ 01 . 00	Piece Rate	per bucket
	Strawberry Harvesting - Hourly	\$ 12 . 08	Hour	
	Raspberry Harvesting	\$ 12 . 08	Hour	
	Vegetable Harvesting - Summer Squash	\$ 12 . 08	Hour	

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A.9. Additional Crop or Agricultural Activities and Wage Offer Information

Crop ID	Crop or Agricultural Activity	Wage Offer	Per	Piece Rate Units/Special Pay Information
	Vegetables - Pepper Planting	\$ 12 . 08	Hour	
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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dundee Citrus Growers Association	670 Center Street Dundee, Florida POLK	5	1/3/2022	5/31/2022	56
Rubush C&C LLC	2693 Kokomo Road Haines City, Florida POLK	1	1/3/2022	5/31/2022	56
Dundee Citrus Growers Association	341 Frederick Ave Dundee, Florida POLK	8	1/3/2022	5/31/2022	56
Rubush C&C LLC	3576 Lake Hatchineha Rd Haines City, Florida POLK	86	1/3/2022	5/31/2022	56
Garry Huffman	41666 Messick Road Dade City, Florida PASCO	139	1/3/2022	5/31/2022	56
James Lasseter Jr.	25911 Dan Brown Hill Brooksville, Florida HERNANDO	148	1/3/2022	5/31/2022	56
James Lasseter Jr.	18707 Townsend House Rd Dade City, Florida PASCO	149	1/3/2022	5/31/2022	56
Kenneth E. Thompson	2852 Baptist Church Rd Bowling Green, Florida HARDEE	153	1/3/2022	5/31/2022	56
Robert G. Stokes	678 Old Bartow Lk Wales Bartow, Florida POLK	247	1/3/2022	5/31/2022	56
Pines Ranch Inc.	1612 Cowhouse Rd Lorida, Florida HIGHLANDS	131	1/3/2022	5/31/2022	56

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Thelma C. Raley Inc.	4860 W Lk Eloise Drive Winter Haven, Florida POLK	254	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4866 W Lk Eloise Drive Winter Haven, Florida POLK	251	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4860 W Lk Eloise Drive Winter Haven, Florida POLK	255	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4830 W Lk Eloise Drive Winter Haven, Florida POLK	250	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	601 Camp Endeavor Blvd Dundee, Florida POLK	260	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4868 W Lake Eloise Dr Winter Haven, Florida POLK	258	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	603 Camp Endeavor Blvd Dundee, Florida POLK	261	1/3/2022	5/31/2022	56
William T. Harrison	3957 Clifton Bryan Rd Zolfo Springs, Florida HARDEE	226	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	2513 Campbell Rd Dundee, Florida POLK	267	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	2539 Campbell Rd Dundee, Florida POLK	265	1/3/2022	5/31/2022	56



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Thelma C. Raley Inc.	2591 Campbell Road Dundee, Florida POLK	268	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	948 W Lk Eloise Drive Winter Haven, Florida POLK	257	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	Camp Endeavor Blvd Dundee, Florida POLK	272	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	603 Camp Endeavor Blvd Dundee, Florida POLK	270	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	603 Camp Endeavor Blvd Dundee, Florida POLK	273	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4680 W Lake Eloise Dr Winter Haven, Florida POLK	252	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	603 Camp Endeavor Blvd Dundee, Florida POLK	264	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	172 Rozier Road Venus, Florida HIGHLANDS	277	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	603 Camp Endeavor Blvd Dundee, Florida POLK	275	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	603 Camp Endeavor Blvd Dundee, Florida POLK	284	1/3/2022	5/31/2022	56

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Thelma C. Raley Inc.	4868 W Lk Eloise Drive Winter Haven, Florida POLK	259	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4842 W Lk Eloise Dr Winter Haven, Florida POLK	293	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4830 W Lake Eloise Dr Winter Haven, Florida POLK	301	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4830 W Lk Eloise Drive Winter Haven, Florida POLK	302	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	603 Camp Endeavor Blvd Dundee, Florida POLK	269	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4830 W Lk Eloise Drive Winter Haven, Florida POLK	306	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4830 W Lk Eloise Drive Winter Haven, Florida POLK	304	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	603 Camp Endeavor Blvd Dundee, Florida POLK	266	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	8183 Scarborough Rd Zolfo Springs, Florida HARDEE	307	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	8183 Scarborough Rd Zolfo Springs, Florida HARDEE	311	1/3/2022	5/31/2022	56



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Thelma C. Raley Inc.	603 Camp Endeavor Blvd Dundee, Florida POLK	274	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4815 Desoto City Road Sebring, Florida HIGHLANDS	309	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4982 W Lk Eloise Drive Winter Haven, Florida POLK	312	1/3/2022	5/31/2022	56
Bear's Den Grove Inc.	172 Rozier Road Venus, Florida HIGHLANDS	316	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	603 Camp Endeavor Blvd Dundee, Florida POLK	271	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	8183 Scarborough Rd Zolfo Springs, Florida HARDEE	314	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	8183 Scarborough Rd Zolfo Springs, Florida HARDEE	317	1/3/2022	5/31/2022	56
Pretty Lake Farm	7401 TL Cline Rd Groveland, Florida LAKE	439	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4842 W Lk Eloise Dr Winter Haven, Florida POLK	292	1/3/2022	5/31/2022	56
PH Citrus LLC	1292 Old Bartow Rd Lake Wales, Florida POLK	387	1/3/2022	5/31/2022	56



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Thelma C. Raley Inc.	2513 Campbell Rd Dundee, Florida POLK	276	1/3/2022	5/31/2022	56
Pretty Lake Farm	7852 SR-33 Clermont, Florida LAKE	440	1/3/2022	5/31/2022	56
Tree-O Groves, Inc.	8051 Lake Lowery Rd Haines City, Florida POLK	602	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4830 W Lk Eloise Drive Winter Haven, Florida POLK	303	1/3/2022	5/31/2022	56
Tree-O Groves, Inc.	1581 Brown Shinn Rd Polk City, Florida POLK	608	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	8183 Scarborough Rd Zolfo Springs, Florida HARDEE	300	1/3/2022	5/31/2022	56
Tree-O Groves, Inc.	3779 Brown Shinn Rd Polk City, Florida POLK	606	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4815 Desoto City Road Sebring, Florida HIGHLANDS	308	1/3/2022	5/31/2022	56
Thelma C. Raley, Inc.	601 Camp Endeavor Blvd Dundee, Florida POLK	669	1/3/2022	5/31/2022	56
Tree-O Groves, Inc.	1581 Brown Shinn Rd Polk City, Florida POLK	609	1/3/2022	5/31/2022	56



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Bell Fruit Company, LLC	26898 Hickory Hill Rd Brooksville, Florida LAKE	667	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4830 W Lk Eloise Drive Winter Haven, Florida POLK	305	1/3/2022	5/31/2022	56
Tangerine CUPS LLC	8605 Wakeford Rd Lake Wales, Florida POLK	679	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	8183 Scarborough Rd Zolfo Springs, Florida HARDEE	313	1/3/2022	5/31/2022	56
Simpson Farms, Inc.	17143-17001 Blanton Lake Rd Dade City, Florida PASCO	670	1/3/2022	5/31/2022	56
Emery Etter, Jr.	3901 Lake Hatchineha Rd Haines City, Florida POLK	789	1/3/2022	5/31/2022	56
Dunson Holdings, LLC	3802 Co Rd 542 Haines City, Florida POLK	675	1/3/2022	5/31/2022	56
Thelma C. Raley Inc.	4815 Desoto City Road Sebring, Florida HIGHLANDS	310	1/3/2022	5/31/2022	56
KLM Farms, LLC	2160 Alturas Rd Bartow, Florida POLK	682	1/3/2022	5/31/2022	56
Story Grove Service, Inc. - DD	1466 Lake Hendry Rd Fort Meade, Florida POLK	900	1/3/2022	5/31/2022	56

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
James A. & Sandra D. Ciyatt	8582 Wakeford Rd Lake Wales, Florida POLK	734	1/3/2022	5/31/2022	56
Eugene S. Paul Family	8183 Scarborough Rd Zolfo Springs, Florida HARDEE	319	1/3/2022	5/31/2022	56
Ray Kemp Trust	7069 Dewey Robbins Rd Howey in the Hills, Florida LAKE	1093	1/3/2022	5/31/2022	56
Emery Etter, Jr.	1445 N Lake Reedy Blvd Frostproof, Florida POLK	790	1/3/2022	5/31/2022	56
Thelma C. Raley Trust	2529 Campbell Road Dundee, Florida POLK	315	1/3/2022	5/31/2022	56
Emery Etter, Jr.	5250 Lake Hatchineha Rd Haines City, Florida POLK	792	1/3/2022	5/31/2022	56
Carolyn Clark	220 CR-640 Lake Wales, Florida POLK	464	1/3/2022	5/31/2022	56
Bell Fruit Company, LLC	4194 Goldsmith Rd Brooksville, Florida HERNANDO	1775	1/3/2022	5/31/2022	56
McKinnon Corporation	17487 Amber Sweet Ln Winter Garden, Florida ORANGE	967	1/3/2022	5/31/2022	56
PH Citrus LLC	2121 Kokomo Rd Haines City, Florida POLK	389	1/3/2022	5/31/2022	56



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Scharber Grove, Inc.	7314 Griffin Rd Brooksville, Florida HERNANDO	1058	1/3/2022	5/31/2022	56
Tree-O Groves, Inc.	15180 Brown Shinn Rd Polk City, Florida POLK	605	1/3/2022	5/31/2022	56
Thomas O. Haselton Trust	13598 Fish Camp Rd, Grand Island, Florida LAKE	1121	1/3/2022	5/31/2022	56
Russ Citrus Groves, LTD	11133 Russ Road Myakka City, Florida MANATEE	518	1/3/2022	5/31/2022	56
Bell Fruit Company, LLC	23949 Powell Rd Brooksville, Florida HERNANDO	1782	1/3/2022	5/31/2022	56
John & Carol Veldhuis	29272-29312 FL-19 Tavares, Florida LAKE	1895	1/3/2022	5/31/2022	56
Tree-O Groves, Inc.	1581 Brown Shinn Rd Polk City, Florida POLK	607	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	4016 Gallagher Rd Plant City, Florida HILLSBOROUGH	5301	1/3/2022	5/31/2022	56
J.R. Paul Properties, Inc.	46470 Farabee Rd Punta Gorda, Florida DESOTO	671	1/3/2022	5/31/2022	56
Purcell Groves, LLC	7543 Number 2 Road Howey in the Hills, Florida LAKE	668	1/3/2022	5/31/2022	56



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Always Fresh Farms, LLC	6005 Thonotosassa Rd Plant City, Florida HILLSBOROUGH	5306	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	4603 Cannon Harrison Dr Plant City, Florida HILLSBOROUGH	5302	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	3002 N Maryland Ave Plant City, Florida HILLSBOROUGH	5313	1/3/2022	5/31/2022	56
J. Everett Allen & Sons, Inc.	1801 Old Dixie Hwy Auburndale, Florida POLK	676	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	4770 US-92 Plant City, Florida HILLSBOROUGH	5309	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	8707 Knights Griffin Rd Plant City, Florida HILLSBOROUGH	5332	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	3119 Lewis Rd Dover, Florida HILLSBOROUGH	5311	1/3/2022	5/31/2022	56
Emery Etter, Jr.	290 N Patrick Rd Babson Park, Florida POLK	791	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	1839 N Dover Rd Dover, Florida HILLSBOROUGH	5321	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	1910 Ira Taylor Rd Plant City, Florida HILLSBOROUGH	5323	1/3/2022	5/31/2022	56

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Melissa Pierie	7103 Dewey Robbins Rd Howey in the Hills, Florida LAKE	1023	1/3/2022	5/31/2022	56
Henry Groves, Inc.	1103 Old Polk City Rd Lake Alfred, Florida POLK	882	1/3/2022	5/31/2022	56
Sunripe Growers Corp	4623 Swinger Rd Dover, Florida HILLSBOROUGH	5345	1/3/2022	5/31/2022	56
Hammock Citrus Corporation	12682 Lane Park Cutoff Tavares, Florida LAKE	1140	1/3/2022	5/31/2022	56
Parkesdale Farm, Inc	4960 Slaten Rd Plant City, Florida HILLSBOROUGH	5377	1/3/2022	5/31/2022	56
Parkesdale Farm, Inc	6000 Glen Harwell Rd Plant City, Florida HILLSBOROUGH	5383	1/3/2022	5/31/2022	56
Parkesdale Farm, Inc	1001 Tanner Rd Plant City, Florida HILLSBOROUGH	5375	1/3/2022	5/31/2022	56
Parkesdale Farm, Inc	3001 N Dover Rd Plant City, Florida HILLSBOROUGH	5378	1/3/2022	5/31/2022	56
Parkesdale Farm, Inc	15320 Parkes Pass Ln Dover, Florida HILLSBOROUGH	5381	1/3/2022	5/31/2022	56
Bell Fruit Company, LLC	26922 Hickory Hill Rd Brooksville, Florida HERNANDO	1786	1/3/2022	5/31/2022	56



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Thayer Farms, Inc.	5600 Lake Trask Rd Dundee, Florida POLK	5475	1/3/2022	5/31/2022	56
EIP Citrus Management, LLC - DD	3695 DeSoto Rd Sebring, Florida HILLSBOROUGH	5429	1/3/2022	5/31/2022	56
5-D Blueberry Farms, Inc	5505 Green Swamp Rd Clermont, Florida LAKE	5451	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	2627 Townsend Rd Lake Wales, Florida POLK	5501	1/3/2022	5/31/2022	56
BT & JP James Land, LLC	2202 Virgil Hall Rd Lithia, Florida HILLSBOROUGH	5462	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	1382 Marguerite Rd Zolfo Springs, Florida HARDEE	5506	1/3/2022	5/31/2022	56
BT & JP James Land, LLC	2105 Dynamite Rd Bartow, Florida POLK	5461	1/3/2022	5/31/2022	56
Thayer Farms, Inc.	5399 Edwards Rd Dundee, Florida POLK	5476	1/3/2022	5/31/2022	56
McKinnon Corporation	17835 Terra Vista Ct Winter Garden, Florida ORANGE	5498	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	3120 Rattlesnake Rd Lake Wales, Florida POLK	5512	1/3/2022	5/31/2022	56

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Story Grove Service, Inc.	3384 N Scenic Hwy Lake Wales, Florida POLK	5502	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	2664 S Scenic Hwy Lake Wales, Florida POLK	5504	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	2478 Wallace Rd Bartow, Florida POLK	5518	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	5510 Varn Rd Plant City, Florida HILLSBOROUGH	5303	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	868 Lewis Griffin Rd Lake Wales, Florida POLK	5507	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	1713 Breezy Point Rd Babson Park, Florida POLK	5509	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	1594 B F Cook Rd Babsonn Park, Florida POLK	5525	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	2353 S. Scenic Hwy Lake Wales, Florida POLK	5513	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	3638 Gallagher Rd Dover, Florida HILLSBOROUGH	5310	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	2399-2201 Tangelo St Babson Park, Florida POLK	5515	1/3/2022	5/31/2022	56

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Always Fresh Farms, LLC	5804 Stafford Rd Plant City, Florida HILLSBOROUGH	5305	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	2031 Walk-in-Water Rd Lake Wales, Florida POLK	5519	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	1841 Lewis Griffin Rd Lake Wales, Florida POLK	5539	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	4705 Peeples Rd Plant City, Florida HILLSBOROUGH	5322	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	3272 Lake Buffum Rd E Fort Meade, Florida POLK	5521	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	589 S Lake Patrick Rd Frostproof, Florida POLK	5526	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	3802 Lake Buffum Rd W Fort Meade, Florida POLK	5550	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	1349 N Scenic Hwy Babson Park, Florida POLK	5531	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	1163 Burns Ave Lake Wales, Florida POLK	5534	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	1282 B F Cook Rd Babson Park, Florida POLK	5536	1/3/2022	5/31/2022	56

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Story Grove Service, Inc.	3962 Mammoth Grove Rd Lake Wales, Florida POLK	5558	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	3223 Harbor Beach Dr Lake Wales, Florida POLK	5542	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	2105 Millard Boyd Plant City, Florida HILLSBOROUGH	5312	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	368 W Nassau Avenue Lake Wales, Florida POLK	5584	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	252 CR-640 Lake Wales, Florida POLK	5545	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	4110 SR-60 W Lake Wales, Florida POLK	5551	1/3/2022	5/31/2022	56
Sunripe Growers Corp	2105 Millard Boyd Rd Plant City, Florida HILLSBOROUGH	5344	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	3515 Pit Rd Bartow, Florida POLK	5619	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	695 Sundown Dr Lake Wales, Florida POLK	5555	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	1927 Conner Rd Lake Wales, Florida POLK	5564	1/3/2022	5/31/2022	56



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Always Fresh Farms, LLC	1939 S Forbes Rd Plant City, Florida HILLSBOROUGH	5331	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	326 WES Man Rd Babson Park, Florida POLK	5577	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	3402 N Scenic Hwy Lake Wales, Florida POLK	5641	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	320 Newcome Road Bartow, Florida POLK	5587	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	3050 Bannon Island Rd Haines City, Florida POLK	5601	1/3/2022	5/31/2022	56
Sunripe Growers Corp	930 Tanner Rd Plant City, Florida HILLSBOROUGH	5347	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	218 CR-640 Lake Wales, Florida POLK	5620	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	587 S Lake Patrick Rd Frostproof, Florida POLK	5622	1/3/2022	5/31/2022	56
Richards Grove Service	324 Sage Rd Winter Haven, Florida POLK	6109	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	3606 SR 17 Lake Wales, Florida POLK	5641	1/3/2022	5/31/2022	56



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Standard Sand & Silica	2400 Power Line Rd Haines City, Florida POLK	5734	1/3/2022	5/31/2022	56
Parkesdale Farm, Inc	5711 US-92 Plant City, Florida HILLSBOROUGH	5374	1/3/2022	5/31/2022	56
T&J Peaches LLC	1905 E Palm St Davenport, Florida POLK	6126	1/3/2022	5/31/2022	56
Marshall Citrus, Inc.	275 N Glencruiten Ave Lake Alfred, Florida POLK	6143	1/3/2022	5/31/2022	56
Parkesdale Farm, Inc	15410 Sydney Rd Dover, Florida HILLSBOROUGH	5379	1/3/2022	5/31/2022	56
Thelma C. Raley, Inc.	601 Camp Endeavor Blvd Dundee, Florida POLK	6112	1/3/2022	5/31/2022	56
Parkesdale Farm, Inc	4121 Tanner Rd Plant City, Florida HILLSBOROUGH	5376	1/3/2022	5/31/2022	56
Wheeler Farms, Inc.	865 CF Kinney Rd Lake Wales, Florida POLK	6137	1/3/2022	5/31/2022	56
Six Feet Under LLC	32924 Grieshop Rd Dade City, Florida POLK	6127	1/3/2022	5/31/2022	56
Parkesdale Farm, Inc	2915 N Dover Rd Dover, Florida HILLSBOROUGH	5382	1/3/2022	5/31/2022	56



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Thayer Farms	8400 Lake Trask Rd Dundee, Florida POLK	6145	1/3/2022	5/31/2022	56
Edwin Friedlander	1094 Lewis Griffin Rd Lake Wales, Florida POLK	8235	1/3/2022	5/31/2022	56
Thayer Farms, Inc	5399 Edwards Rd Dundee, Florida POLK	6605	1/3/2022	5/31/2022	56
McKinnon Corporation	17952 Hartwood Marsh Rd Winter Garden, Florida ORANGE	5496	1/3/2022	5/31/2022	56
Blue Lake Groves, Inc.	3849 Muncie Road Babson Park, Florida POLK	8108	1/3/2022	5/31/2022	56
Emery C. Etter, Jr.	4846 Koblebard Road Fort Pierce, Florida ST LUCIE	8428	1/3/2022	5/31/2022	56
Myrtis Guerndt Trust	2822 Maude Road Wauchula, Florida HARDEE	9047	1/3/2022	5/31/2022	56
Richard A. McKinley	595 Hamlin St Lake Wales, Florida POLK	8280	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	2797 S Scenic Hwy Lake Wales, Florida POLK	5503	1/3/2022	5/31/2022	56
Rohlfing Grove Co., LLP	6980 Cr-557 Lake Alfred, Florida POLK	9040	1/3/2022	5/31/2022	56



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McKinnon Corporation	17501 Marsh Rd Winter Garden, Florida ORANGE	5499	1/3/2022	5/31/2022	56
Smith & Sons Citrus, LLC	7939 Crewsville Rd Zolfo Springs, Florida HARDEE	8903	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	8097 Dog Yard Rd Lake Wales, Florida POLK	5508	1/3/2022	5/31/2022	56
G&G Partnership	2180 Maude Rd Wauchula, Florida HARDEE	9051	1/3/2022	5/31/2022	56
Sassy Fruit co.	10749 Arrowhead Lk Thonotosassa, Florida HILLSBOROUGH	9105	1/3/2022	5/31/2022	56
Myrtis Guerndt Trust	2381 Maude Road Wauchula, Florida HARDEE	9048	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	352 Mullinsville Rd Frostproof, Florida POLK	5505	1/3/2022	5/31/2022	56
Roads End Road	11th St NE Winter Haven, Florida POLK	9061	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	1761 Woodward Rd Fort Meade, Florida POLK	5514	1/3/2022	5/31/2022	56
William G. McMullen	717 Tindle Camp Rd Lake Wales, Florida POLK	10322	1/3/2022	5/31/2022	56



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Marshall Citrus, Inc.	69 HI Smith Road Haines City, Florida POLK	9057	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	3120 Rattlesnake Rd Lake Wales, Florida POLK	5511	1/3/2022	5/31/2022	56
Allen & Laura Altman	14126 Curley Rd Dade City, Florida PASCO	9508	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	1717 Woodward Rd Fort Meade, Florida POLK	5520	1/3/2022	5/31/2022	56
Floyd Philmon Groves, LLC	31908 Amberlea Rd Dade City, Florida PASCO	9106	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	3728 C Davis Rd Fort Meade, Florida POLK	5516	1/3/2022	5/31/2022	56
Green Tree Frog Grove	4919 80 Foot Road Bartow, Florida POLK	10439	1/3/2022	5/31/2022	56
DRJJ Ltd Partnership	3537 Mooseberger Rd Lake Wales, Florida POLK	10343	1/3/2022	5/31/2022	56
Robert & Carl Sons	Wheeler Road Davenport, Florida POLK	10545 28°14'56.2N 81°41'40.9W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	3553 East Court Dr Lake Wales, Florida POLK	5528	1/3/2022	5/31/2022	56

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Always Fresh Farms, LLC	1550 Caruthers Rd Dover, Florida HILLSBOROUGH	12SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	406 Lewis Griffin Rd Lake Wales, Florida POLK	5522	1/3/2022	5/31/2022	56
Robert & Carl Sons	Wheeler Road Davenport, Florida POLK	10530 28°14'56.2N 81°41'40.9W	1/3/2022	5/31/2022	56
Kenneth H. Mackay III	SE 165th Ave Weirsdale, Florida MARION	1114 28°58'47.6N 81°52'47.3W	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	4501 Cannon Harrison Dr Plant City, Florida HILLSBOROUGH	16SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	1124-1198 N Tower Blvd Lake Wales, Florida POLK	5535	1/3/2022	5/31/2022	56
HOM Of Polk County, Inc.	Tower Rd Babson Park, Florida POLK	10606 27°50'42.1N 81°34'31.3W	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	2301 Millard Boyd Dr Plant City, Florida HILLSBOROUGH	15SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	3679 Eastcourt Dr Lake Wales, Florida POLK	5532	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	14718 Sydney Rd Dover, Florida HILLSBOROUGH	1SF	1/3/2022	5/31/2022	56

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Always Fresh Farms, LLC	4802 Peeples Rd Plant City, Florida HILLSBOROUGH	13SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	283 W Lake Wales Alturas Rd Bartow, Florida POLK	5543	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	2615 Al Simmons Rd Dover, Florida HILLSBOROUGH	18SF	1/3/2022	5/31/2022	56
Sunripe Growers Corp	5015 Alred Loop Plant City, Florida HILLSBOROUGH	23SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	1794 Breezy Point Rd Babson Park, Florida POLK	5537	1/3/2022	5/31/2022	56
Holmes Gardens Associates	0 Caldwell Drive Haines City, Florida POLK	172 28°02'18.9N 81°35'01.3W	1/3/2022	5/31/2022	56
Sunripe Growers Corp	1005 Tanner Rd Plant City, Florida HILLSBOROUGH	21SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	434 Mullinsville Rd Frostproof, Florida POLK	5553	1/3/2022	5/31/2022	56
Sunripe Growers Corp	8707 Knights Griffin Rd W Plant City, Florida HILLSBOROUGH	27SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	6364 Pylant Rd Fort Meade, Florida POLK	5547	1/3/2022	5/31/2022	56

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Davis E. Fishback Residuary Trust	0 Floyd Road Haines City, Florida POLK	201 28°04'12.5N 81°37'29.1W	1/3/2022	5/31/2022	56
Sunripe Growers Corp	6406 W Rock Rd Plant City, Florida HILLSBOROUGH	25SF	1/3/2022	5/31/2022	56
Sunripe Growers Corp	3321 Moores Lake Rd Dover, Florida HILLSBOROUGH	31SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	3049 Mammoth Grove Rd Lake Wales, Florida POLK	5570	1/3/2022	5/31/2022	56
Sunripe Growers Corp	0 Strong Rd Bartow, Florida POLK	242 27°53'29.8"N 81°41'57.6"W	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	3035 N Turkey Creek Rd Dover, Florida HILLSBOROUGH	2SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	222 CR-640 Lake Wales, Florida POLK	5557	1/3/2022	5/31/2022	56
Vince and Bianca Wilfork	0 Sundown Drive Lake Wales, Florida POLK	402 27°55'59.4N 81°36'50.4W	1/3/2022	5/31/2022	56
Sunripe Growers Corp	4511 JL Redman Pkwy Plant City, Florida HILLSBOROUGH	34SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	7058 Sinkhole Rd Bartow, Florida POLK	5595	1/3/2022	5/31/2022	56

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Fletcher Groves, Inc.	7762 N Scenic Hwy Dundee, Florida POLK	54	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	427 J Zoffay Road Frostproof, Florida POLK	5582	1/3/2022	5/31/2022	56
Sunripe Growers Corp	3850 Sumner Rd Dover, Florida HILLSBOROUGH	28SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	429 W Lake Alturas Rd Bartow, Florida POLK	5621	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Platt Rd Frostproof, Florida POLK	5523 27°45'46.8"N 81°30'49.0"W	1/3/2022	5/31/2022	56
Sunripe Growers Corp	5330 Joe King Rd Plant City, Florida HILLSBOROUGH	32SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Grove Rd 1 Lake Wales, Florida POLK	5510 27°53'27.2"N 81°32'45.1"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	457 J Zoffay Rd Frostproof, Florida POLK	5603	1/3/2022	5/31/2022	56
Standard Sand & Silica	1009-101 Little Zion Rd Davenport, Florida POLK	5732	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Marshall Rd Bartow, Florida POLK	5538 27°50'58.7"N 81°41'48.7"W	1/3/2022	5/31/2022	56

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Story Grove Service, Inc.	E Cook Rd Babson Park, Florida POLK	5529 27°50'35.8"N 81°32'22.5"W	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	1839 N Dover Rd Dover, Florida HILLSBOROUGH	4SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	301 J Zoffay Rd Frostproof, Florida POLK	5624	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Davis Rd Frostproof, Florida POLK	5552 27°46'41.0"N 81°33'05.1"W	1/3/2022	5/31/2022	56
McKinnon Corporation	Rex Dr Winter Garden, Florida POLK	5497 28°29'56.5"N 81°38'52.9"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Turkey Hill Rd Frostproof, Florida POLK	5544 27°43'51.1"N 81°30'53.9"W	1/3/2022	5/31/2022	56
Tree-O Groves, Inc.	14780 Brown Shinn Rd Polk City, Florida POLK	6100	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	WES Mann Rd Babson Park, Florida POLK	5578 27°48'40.1"N 81°32'49.2"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Hunt Brothers Rd Lake Wales, Florida POLK	5524 27°52'47.5"N 81°33'20.9"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	WES Mann Rd Babson Park, Florida POLK	5568 27°48'14.5"N 81°32'48.2"W	1/3/2022	5/31/2022	56



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Story Grove Service, Inc.	Tower Rd Babson Park, Florida POLK	5588 27°50'38.1"N 81°34'29.0"W	1/3/2022	5/31/2022	56
Wheeler Farms, Inc.	1424 Tindle Camp Rd Lake Wales, Florida POLK	6115	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Tate Rd Frostproof, Florida POLK	5540 27°46'40.3"N 81°32'32.1"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	L Flood Road Frostproof, Florida POLK	5585 27°46'05.0"N 81°32'17.1"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Gilbert Road Lake Wales, Florida POLK	5600 27°51'54.8"N 81°28'25.6"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Hunt Brothers Rd Lake Wales, Florida POLK	5554 27°53'01.0"N 81°33'20.4"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Tank Rd Lake Wales, Florida POLK	5626 27°52'57.7"N 81°32'21.3"W	1/3/2022	5/31/2022	56
Tree-O Groves, Inc.	4133 Old Lake Alfred Rd Lake Alfred, Florida POLK	6129	1/3/2022	5/31/2022	56
Peachy Keen Orchards	15701 Jessamine Rd Dade City, Florida POLK	6125	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	School Bus Road Babson Park, Florida POLK	5581 27°51'04.6"N 81°33'12.8"W	1/3/2022	5/31/2022	56

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Story Grove Service, Inc.	Highlands Sand Lake Wales, Florida POLK	5666 27°52'00.3"N 81°32'08.8"W	1/3/2022	5/31/2022	56
T-Two Groves	1094 Lake Mattie Rd Auburndale, Florida POLK	6153	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Bannon Loop Rd Haines City, Florida POLK	5597 28°04'23.9"N 81°36'04.4"W	1/3/2022	5/31/2022	56
Brandon Rafool	5468 Spirit Lake Rd Winter Haven, Florida POLK	6142	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Tower Rd Babson Park, Florida POLK	5589 27°50'42.2"N 81°34'29.6"W	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	2005 W Johnson Rd Plant City, Florida HILLSBOROUGH	5SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	J Zoffay Rd Frostproof, Florida POLK	5623 27°46'14.5"N 81°32'59.3"W	1/3/2022	5/31/2022	56
Tree-O Groves, Inc.	0 White Road Lake Alfred, Florida POLK	677 28°06'57.7N 81°42'22.7W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	J Zoffay Rd Frostproof, Florida POLK	5604 27°46'14.6"N 81°32'36.1"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	465-1159 Old Polk City Rd Polk City, Florida POLK	5636 28°10'23.2"N 81°45'25.4"W	1/3/2022	5/31/2022	56



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Smith & Sons Citrus, LLC	3542 Stokes Road Fort Meade, Florida POLK	8124	1/3/2022	5/31/2022	56
Emery Etter, Jr.	FL-17 Dundee, Florida POLK	788 28°02'15.3N 81°37'10.2W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Grove Rd 2 Lake Wales, Florida POLK	5628 27°53'07.5"N 81°32'36.2"W	1/3/2022	5/31/2022	56
Flood Groves Corp.	C Sullivan Rd Babson Park, Florida POLK	8032 27°47'41.7N 81°32'03.7W	1/3/2022	5/31/2022	56
Richards Restaurant Inc.	0 Race Rd Dundee, Florida POLK	672 28°00'37.6N 81°35'59.9W	1/3/2022	5/31/2022	56
Standard Sand & Silica	Caffney Rd Davenport, Florida POLK	5733 28°11'36.9"N 81°34'14.9"W	1/3/2022	5/31/2022	56
Peace Acre Groves, Inc.	15680 Hickman Road Polk City, Florida POLK	8360	1/3/2022	5/31/2022	56
Kenny & Kathy Clower	3901 S Scenic Hwy Lake Wales, Florida POLK	8219	1/3/2022	5/31/2022	56
Jacob Groves Inc.	J Stenger Rd & Sand Lake Bartow, Florida POLK	8132 27°52'17.6N 81°46'11.1W	1/3/2022	5/31/2022	56
Tree-O Groves, Inc.	0 Cass Rd Lake Alfred, Florida POLK	603 28°06'51.4N 81°44'48.3W	1/3/2022	5/31/2022	56



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Always Fresh Farms, LLC	4770 US HWY 92 W Plant City, Florida HILLSBOROUGH	6SF	1/3/2022	5/31/2022	56
Goodman Grove Partnership	1599 Tyner Road Haines City, Florida POLK	9038	1/3/2022	5/31/2022	56
T & J Peaches LLC	0 Water Tank Rd Lake Hamilton, Florida POLK	681 28°02'54.2N 81°35'29.1W	1/3/2022	5/31/2022	56
Paul Mislevy Trust	246 Sauls Road Bowling Green, Florida HARDEE	8590	1/3/2022	5/31/2022	56
Blue Lake Groves, Inc.	Darlin Loop Rd Lake Wales, Florida POLK	8025 27°50'53.0N 81°34'07.2W	1/3/2022	5/31/2022	56
Marshall Citrus, Inc.	3017 Bannan Island Rd Haines City, Florida POLK	9050	1/3/2022	5/31/2022	56
Kenneth & Josephine Thompson	Wisteria Court Wauchula, Florida HARDEE	8840 27°33'54.7N 81°50'09.6W	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	4040 Gallagher Rd Plant City, Florida HILLSBOROUGH	7SF	1/3/2022	5/31/2022	56
R.F. Development Group Co.	Enzor Loop Rd Lake Wales, Florida POLK	8106 27°52'05.0N 81°32'08.0W	1/3/2022	5/31/2022	56
Rohlfing Grove Co., LLP	766 Ariana Blvd Auburndale, Florida POLK	9043	1/3/2022	5/31/2022	56

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Rohlfing Grove Co., LLP	Waylanco Road Polk City, Florida POLK	9044 28°09'15.2N 81°43'48.6W	1/3/2022	5/31/2022	56
Mina Grove, Inc.	Bannon Island Road Haines City, Florida POLK	8045 28°04'37.8N 81°36'29.9W	1/3/2022	5/31/2022	56
Jacob Groves Inc.	Ledly Wear Road Bartow, Florida POLK	8137 27°51'59.6N 81°46'38.7W	1/3/2022	5/31/2022	56
Marshall Citrus, Inc.	4782 Lk Hatchineha Rd Haines City, Florida POLK	9058	1/3/2022	5/31/2022	56
Jacob Groves Inc.	Ledly Wear Rd Bartow, Florida POLK	8134 27°51'54.8N 81°46'37.8W	1/3/2022	5/31/2022	56
Jacob Groves Inc.	Garfield Grove Rd Fort Meade, Florida POLK	8667 27°48'53.1N 81°45'08.3W	1/3/2022	5/31/2022	56
Ellingson Groves, Inc.	Tower Rd Babson Park, Florida POLK	8206 27°50'38.8N 81°34'29.0W	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	4501 Cannon Harrison Dr Plant City, Florida HILLSBOROUGH	8SF	1/3/2022	5/31/2022	56
URADCO	18430 Lipsey Rd Dade City, Florida PASCO	9100	1/3/2022	5/31/2022	56
Kenneth E. Thompson	Wisteria Court Wauchula, Florida HARDEE	8844 27°33'57.9N 81°50'04.3W	1/3/2022	5/31/2022	56



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Always Fresh Farms, LLC	1839 N Dover Rd Dover, Florida HILLSBOROUGH	9SF	1/3/2022	5/31/2022	56
William G. McMullen	540 Tindel Camp Road Lake Wales, Florida POLK	10356	1/3/2022	5/31/2022	56
Rita Meier	Coleman Rd Babson Park, Florida POLK	9130 27°50'05.9N 81°34'45.7W	1/3/2022	5/31/2022	56
Allen & Laura Altman	32850 Con Gude Road Dade City, Florida PASCO	9510	1/3/2022	5/31/2022	56
Robert & Carl Sons	Wheeler Road Davenport, Florida POLK	10535 28°14'56.2N 81°41'40.9W	1/3/2022	5/31/2022	56
Robert & Carl Sons	Wheeler Road Davenport, Florida POLK	10520 28°14'56.2N 81°41'40.9W	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	2005 W Johnson Rd Plant City, Florida HILLSBOROUGH	10SF	1/3/2022	5/31/2022	56
Robert & Carl Sons	Wheeler Road Davenport, Florida POLK	10548 28°14'56.2N 81°41'40.9W	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	1201 Williams Rd Plant City, Florida HILLSBOROUGH	14SF	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	4770 US HWY 92 W Plant City, Florida HILLSBOROUGH	11SF	1/3/2022	5/31/2022	56



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Always Fresh Farms, LLC	11780 Tom Folsom Rd Thonotosassa, Florida HILLSBOROUGH	17SF	1/3/2022	5/31/2022	56
Richard Wright	0 Hughes Road Haines City, Florida POLK	166 28°03'46.5N 81°37'02.4W	1/3/2022	5/31/2022	56
Sunripe Growers Corp	13514 Glen Harwell Rd Dover, Florida HILLSBOROUGH	20SF	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	12765 Hobson Simmons Rd Lithia, Florida HILLSBOROUGH	19SF	1/3/2022	5/31/2022	56
Sunripe Growers Corp	2010 S Forbes Rd Plant City, Florida HILLSBOROUGH	24SF	1/3/2022	5/31/2022	56
Sunripe Growers Corp	815 Tanner Rd Plant City, Florida HILLSBOROUGH	22SF	1/3/2022	5/31/2022	56
Sunripe Growers Corp	5905 Ike Smith Rd Plant City, Florida HILLSBOROUGH	29SF	1/3/2022	5/31/2022	56
Sunripe Growers Corp	4135 Gallagher Rd Plant City, Florida HILLSBOROUGH	26SF	1/3/2022	5/31/2022	56
Sunripe Growers Corp	4106 Gallagher Rd Plant City, Florida HILLSBOROUGH	33SF	1/3/2022	5/31/2022	56
Sunripe Growers Corp	13911 Downing Rd Dover, Florida HILLSBOROUGH	30SF	1/3/2022	5/31/2022	56

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Always Fresh Farms, LLC	12811 Jess Walden Rd Dover, Florida HILLSBOROUGH	3SF	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Grove Rd 1 Lake Wales, Florida POLK	5500 27°53'27.2"N 81°32'45.1"W	1/3/2022	5/31/2022	56
Fletcher Groves, Inc.	0 Florida Avenue Dundee, Florida POLK	53 28°00'40.1N 81°37'13.3W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Lost Grove Rd Frostproof, Florida POLK	5527 27°46'32.6"N 81°30'36.1"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Tate Rd Frostproof, Florida POLK	5517 27°46'40.0"N 81°32'36.8"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	B F Cook Rd Babson Park, Florida POLK	5541 27°51'24.8"N 81°32'36.1"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Darlin Loop Rd Lake Wales, Florida POLK	5530 27°50'42.6"N 81°33'59.9"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Tower Rd Babson Park, Florida POLK	5556 27°50'32.6"N 81°34'28.1"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	S Rim Rd Babson Park, Florida POLK	5548 27°51'02.6"N 81°31'59.0"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Breezy Point Road Babson Park, Florida POLK	5583 27°47'33.1"N 81°32'55.3"W	1/3/2022	5/31/2022	56



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Story Grove Service, Inc.	S Rim Rd Babson Park, Florida POLK	5575 27°51'02.0"N 81°32'01.6"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	N Tower Blvd Lake Wales, Florida POLK	5590 27°50'42.9"N 81°34'31.6"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Tate Rd Frostproof, Florida POLK	5586 27°46'41.1"N 81°32'37.2"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	SR-70 Okeechobee, Florida OKEECHOBEE	5614 27°14'35.9"N 80°58'05.4"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	JL Massey Rd Lake Wales, Florida POLK	5598 27°58'04.9"N 81°33'48.2"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	4580 Sullivan Rd Lake Wales, Florida POLK	5634 27°48'59.7"N 81°27'25.5"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	J Zoffay Rd Frostproof, Florida POLK	5625 27°46'16.0"N 81°32'23.8"W	1/3/2022	5/31/2022	56
Standard Sand & Silica	Bowen Rd Davenport, Florida POLK	5736 28°13'23.0"N 81°36'04.8"W	1/3/2022	5/31/2022	56
Story Grove Service, Inc.	Pit Road Bartow, Florida POLK	5639 27°52'40.7"N 81°43'39.7"W	1/3/2022	5/31/2022	56
M&B Grove Inc.	0 Altamont Avenue Lake Wales, Florida POLK	69 27°58'31.9N 81°36'05.9W	1/3/2022	5/31/2022	56

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Dunson Harvesting Inc.	0 Bice Grove Rd Haines City, Florida POLK	673 28°03'42.5N 81°34'44.6W	1/3/2022	5/31/2022	56
Tree-O Groves, Inc.	Darlin Loop Rd Lake Wales, Florida POLK	8024 27°50'53.3N 81°34'11.0W	1/3/2022	5/31/2022	56
James R. Bell	0 N Scenic Hwy Babson Park, Florida POLK	72 27°47'37.2N 81°32'21.2W	1/3/2022	5/31/2022	56
R.F. Development Group Co.	Tank Rd & Friedlander Lake Wales, Florida POLK	8105 27°52'22.7N 81°32'22.9W	1/3/2022	5/31/2022	56
L. Russell Flood	MP Rd Frostproof, Florida POLK	8031 27°46'00.6N 81°30'52.8W	1/3/2022	5/31/2022	56
Jacob Groves Inc.	Ledly Wear & Albritton Bartow, Florida POLK	8135 27°51'54.8N 81°46'37.8W	1/3/2022	5/31/2022	56
Richard A. McKinley	Hamlin St & E Grove Ave Lake Wales, Florida POLK	8216 27°53'24.3N 81°34'45.8W	1/3/2022	5/31/2022	56
J.P. Schirard	Horse Ranch Rd Mount Dora, Florida LAKE	8912 28°50'12.3N 81°35'33.6W	1/3/2022	5/31/2022	56
Jacob Groves Inc.	Ledly Wear Rd Bartow, Florida POLK	8669 27°51'45.5N 81°46'38.6W	1/3/2022	5/31/2022	56
Robert & Carl Sons	Wheeler Road Davenport, Florida POLK	10521 28°14'56.2 N 81°41'40.9W	1/3/2022	5/31/2022	56

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Robert & Carl Sons	Wheeler Road Davenport, Florida POLK	10521 28°14'56.2N 81°41'40.9W	1/3/2022	5/31/2022	56
Carolyn Clark	East Court Drive Lake Wales, Florida POLK	462 27.843793, -81.581139	1/3/2022	5/31/2022	56
B & F Farms LLP	Lewis Griffin Road Lake Wales, Florida POLK	8109 27.885107, -81.547033	1/3/2022	5/31/2022	56
San Juan Citrus LLC	Bellevue Dr Lake Wales, Florida POLK	8518 27.881004, -81.568851	1/3/2022	5/31/2022	56
San Juan Citrus LLC	Bellevue Dr Lake Wales, Florida POLK	8519 27.882379, -81.568787	1/3/2022	5/31/2022	56
SCF Farms, Inc	Pompano Street San Antonio, Florida POLK	9186 28.340720, -82.270165	1/3/2022	5/31/2022	56
A&E Farms Corp	Stafford Road Plant City, Florida HILLSBOROUGH	5245 28.038273, -82.194730	1/3/2022	5/31/2022	56
A&E Farms Corp	E Knights Griffin Rd Plant City, Florida HILLSBOROUGH	5246 28.075385, -82.116047	1/3/2022	5/31/2022	56
A&E Farms Corp	S Forbes Road Dover, Florida HILLSBOROUGH	5356 27.974201, -82.186113	1/3/2022	5/31/2022	56
Always Fresh Farms, LLC	W Knights Griffin Road Plant City, Florida HILLSBOROUGH	5315 28.077333, -82.148528	1/3/2022	5/31/2022	56

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Southern Blue Nurseries	Bannon Loop Road Haines City, Florida POLK	5892 28.073045, -81.602765	1/3/2022	5/31/2022	56
Berry Patch Ridge LLC	Edwards Road Dundee, Florida POLK	5893 28.034054, -81.584368	1/3/2022	5/31/2022	56
Berry Sweet Acres	5711 US-92 Plant City, Florida POLK	5380	1/3/2022	5/31/2022	56
Frogmore Fresh, LLC	28536 St Joe Road Dade City, Florida PASCO	5386 - Frogmore Fresh	1/3/2022	5/31/2022	56

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D. Additional Housing Information

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Applicable Housing Standards *
Hotel	19071 Hwy 27 Lake Wales, Florida 33853 POLK		12	48	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Wood House	20454 Trilby Cutoff Dade City, Florida 33523 POLK		4	40	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
Hotel	21380 US Hwy 27 Lake Wales, Florida 33853 POLK		18	72	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input checked="" type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
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					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal

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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Citrus Harvesting
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Workers will perform assigned duties as instructed by their supervisor. Duties may vary from time to time. Following the Supervisors instruction, the worker will place a picking sack over their shoulder and carry an 18' to 22' ladder from the field truck to the particular area of the grove to be harvested. The picking sack is a canvas bag equipped with a shoulder strap for support, an opening for the insertion of fruit, and an opening to remove fruit. A fully loaded sack weights between approximately 80 and 100 pounds, depending upon the size, condition and variety of fruit. Worker positions ladder against the tree and within reach of the fruit in a leaning position, taking care not to break limbs, damage the tree, knock off fruit, or interfere with other workers, in a secure position to prevent slipping or falling and possible injury to themselves or other workers. Worker will remove fruit from the tree and place into pick sack. When pick sack is full take full sack to fruit container located in the grove and drop fruit from pick sack into container. In order to perform this kind of work, worker must be able to work outside for at least 6 hours a day in all kinds of weather and be in possession of the requisite physical strength and endurance to repeat the picking process rapidly, working quickly and skillfully with their hands, and carrying g a large number of sacks of fruit from the arena in which the fruit is being harvested to the location of the container.			

b. Job Offer Information 2

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Peach Harvesting
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Following the supervisors instructions, the worker will prune and thin peach trees when necessary to ensure proper growth of fruit. When ripe, workers will remove fruit from the trees and place in a plastic container suspended by a harness worn by the worker. When full, worker will carry container to designated area, unhook full container, receive empty container and repeat the process.			



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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Blueberry Harvesting
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Workers will received picking buckets to fill as they move down assigned rows, picking all ripe berries and placing them into the buckets. Once full, workers will carry bucket(s) to designated staging area to receive credit for each bucket harvested. Workers must pick the plants clean of all ripe fruit. If a worker does not fill the bucket completely, they will be returned to the field to finish filling the bucket. Workers will then repeat the process until the end of the work day.			

d. Job Offer Information 4

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Strawberry Harvesting
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Workers will move down assigned rows picking all ripe berries, grading berries while harvesting, taking care to sort and pack containers by size, shape, color, quality and quantity as directed. Each worker must pick the plants clean of all ripe fruit, sort and pack all good berries into specified containers, within the box, according to very high quality standards as set forth in the Company food safety policy and standard operating procedures. Bad berries will be picked or disposed of as determined by the Supervisor. Each worker shall handle berries carefully to avoid bruising. Bruising will weaken the berry. Each harvesting worker is expected to move with the crew from row to row to maintain the efficiency level. Upon completion of each box picked, the worker will take his/her packed box to the crate shed to be viewed for grade, and receive a new box with containers. Any containers that are over or under packed, or consist of poor quality fruit, will be returned to the worker for repacking. Upon completion of an assigned row, the worker will move to the next vacant row to be picked. Harvester may receive disciplinary notice if quality continues to be an issue. Runner Cutting/Trimming: Worker will walk down row as instructed and cut/trim runners, leaves and blooms as directed from each strawberry plant as necessary. Strawberry Planting: While carrying a bag or strawberry plants, worker will walk down, while bending, and place one or two plants into each hole in the plastic as instructed and frim dirt around plant. Freeze Protection Activities: May assist regardless of time of day, in keeping overhead irrigation with birds free of ice during freezing weather. Assist in Plastic Laying: Worker will hold plastic at end of row as machine moved down row unrolling plastic. Worker will even up ends of row with a shovel to make them straight, also will clean out ditches at end of row. Unload plastic and drip-tape from truck and load plastic and drip-tape on field machine as needed. May be instructed to remove or reinstall rain bird. Drip-tape Hook Up: Workers will be required to cut drip-tape at end of bed as instructed and hook up drip-tape to main water line. Weeding: Workers will remove weeds by use of a hoe from the walk-way and remove all weeds growing around plants by hand. Workers will remove weeds from the growing area, by raking piles of debris and dispose of it as instructed. Plastic and Drip-tape Removal: Unhook drip-tape from main water line, walk down row while puling plastic down the bed until it is completely removed. Take removed plastic to proper disposal or burning station, as instructed.			

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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Vegetables Harvesting:
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Following the supervisors instructions, workers will harvest, load, grade and pack various types of peppers. The worker will require use of hand tools such as shears and knives. This work can require standing, walking, stooping, bending and lifting up to 50 pounds for long periods of time outdoors in all weather conditions. It also included making important decisions based on size, coloring and ripeness according to prescribed standards. This work requires adherence to important food safety and quality standard operating procedures.			

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Pepper Planting
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * As instructed, the worker will be given several trays of pepper plants. They will walk down the row, placing a plant from the tray in each hole in the bed until the tray is empty. They will then get another full tray and continue planting until he has completed his row. They are then responsible for removing from the field the flats he just planted from.			

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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Bell Pepper Planting
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * As instructed, worker will be assigned a bag of plants. Worker will walk down row, carrying the bag and place on or two plants into each hole in the plastic.			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Staking Pepper
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * As instructed, the worker gets an armful of stakes from the field truck (approximately 30 stakes, ranging in length from 36" to 48"), then sticks stakes upright in the bed in each of the 2 lines of peppers on the bed every 6th plant. After they put stakes in the entire row he comes back with a stake hammer and drives them into the ground.			

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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Stringing Pepper
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * As instructed, the worker receives a box of twine and moves down the row circling twine around each stake on one side of the bed row. At the end of the row, the worker circles twine on the opposite side of the bed row on the second stake, making a full circles of each row. Twine is tied at the beginning and end of circled row.			

j. Job Offer Information 10

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Pepper Harvesting
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * As instructed, worker will move down assigned row and pick proper size, shape and color of pepper, place into bucket. When full, take to field truck, received credit on his/her badge and obtain empty bucket.			

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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Squash Planting (Green, Yellow, and Summer)
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * As instructed, move down row plating two (2) seeds in each hole firmly packing dirt in hole.			

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Squash Harvest (Green, Yellow, Summer):
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * As instructed, worker will move down assigned row and pick proper size, shape and color of squash, place into bucket. When full, take to washing station, receive credit on his/her badge and obtain empty bucket.			

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H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Squash Packing (Green)
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * As instructed, worker will place green squash in the washing trough, thoroughly wash, and pack in ½ bushel box taking care to not bruise or damage the squash.			

n. Job Offer Information 14

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Eggplant Harvesting
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * As instructed, worker will move down assigned row and pick proper size, shape and color of eggplant, place into bucket. When full, take to field truck, receive credit on his/her badge and obtain employ bucket.			

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H. Additional Material Terms and Conditions of the Job Offer

o. Job Offer Information 15

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Grove Clean-up
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Workers may be required to perform miscellaneous grove clean-up work. These activities include pruning, painting trees, repair or replace irrigation equipment, removal of debris, and other general grove clean-up work as required. Workers performing grove clean-up work will be paid the adverse effect wage rate, the prevailing rate or minimum wage rate, whichever is higher.			

p. Job Offer Information 16

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Erecting Greenhouses for Citrus
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Worker will begin by digging holes and setting poles, ranging from 14 to 20 feet in length, in concrete. Worker will then place cables in position stretch screen across the cables and secure by lashing together with clams. Worker will perform part of the job by hand and other parts using tools provided by the employer, some motorized. Employee must be able to operate all motorized tool and farm equipment.			

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H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Necessary Tools
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer will provide the tools necessary to perform the described job duties without charge to the worker. The employer will charge the worker for reasonable costs related to the worker's refusal or negligent failure to return the tools or due to such worker's willful damage or destruction of the tools.			

r. Job Offer Information 18

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - General Conditions
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * On the first work day, the employer will provide specific instructions and/or training (up to 6 hours) in the proper way to perform the crop activity. Thereafter, the worker will be expected to perform the task with diligence as instructed. After the one-day (6 hour) training and 6 day acclimation period, workers who fail to meet this standard, fail to perform the work in the manner specified or fail to meet the productivity standard indicated in the petition may be terminated.			

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s. Job Offer Information 19

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - Deductions from pay
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer will make the following deductions: FICA taxes, income tax, cash advances, overpayment of wages, charges for any loss to the employer due to the worker's damage or loss of equipment or housing items where is shown that the worker is responsible and any other deductions expressly authorized by the worker in writing. No state income tax will be deducted.			

t. Job Offer Information 20

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Bonus Disclosure
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer will not pay the worker a bonus.			

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H. Additional Material Terms and Conditions of the Job Offer

u. Job Offer Information 21

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - 3/4 Guarantee
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * 3/4 work guarantee: The employer will guarantee to offer the worker employment for at least three-fourths of the workdays of the total periods during which the work contract and all extensions thereof are in effect, beginning with the first workday after the arrival of the worker at the place of employment and ending on the expiration date specified in the work contract or in its extensions, if any. If the employer affords the worker during the total work contract period less employment than that required under this work guarantee, the employer shall pay such worker the amount which the worker would have earned had the worker, in fact, worked for the guaranteed number of days. For purposes of this guarantee, a workday shall mean the number of hours in a workday as stated in this job order and shall exclude the worker's Sabbath and federal holidays. A worker may be offered more than the specified hours of work on a single workday, including the worker's Sabbath and federal holiday. For purposes of meeting the guarantee, however, the worker shall not be required to work for more than the number of hours specified in this job order for a workday, or on the worker's Sabbath or federal holiday. In determining whether the guarantee of employment has been met, any hours which the worker fails to work during a work day when the worker is afforded the opportunity to do so by the employer and hours of work performed, shall be counted in calculating the employment guarantee. The employment guarantee may be abated by the employer before the expiration date specified in the work contract for reasons beyond the employer's control due to an Act of God and the employer may terminate the work contract. The work guarantee will also be void from the beginning should the worker abandon or quit this employment before the end of the contract period or in the event the worker is terminated for lawful job related reason. The employer will not be liable for payment of the work guarantee with respect to an H-2A worker whom the Regional Administrator certifies is displaced because of the employer's compliance with the 50 percent rule.			

v. Job Offer Information 22

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Frequency of Pay
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Payroll periods will be weekly			

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H. Additional Material Terms and Conditions of the Job Offer

w. Job Offer Information 23

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions - Referral of Worker
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer will provide worker referred through the interstate clearance system 36 hours of work (\$12.08 per hour; \$434.88 per week) for the week beginning with the anticipated date of need, unless the employer has amended the date of need by notifying the local Job Service office no later than 10 days before the date of need. If the employer fails to notify the order-holding office, then the employer shall pay an eligible worker referred through the clearance system \$12.08 per hour for the first week starting with the originally anticipated date of need. The employer will require worker to perform alternative work if the guarantee cited in the section is invoked. If worker referred fails to notify the order-holding office of continued interest in the job at least 5 days before date of need, worker will be disqualified from the above-mentioned assurance.			

x. Job Offer Information 24

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Accurate and Adequate Records
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer assures that accurate and adequate records will be kept, and that authorized representatives of the Department of Labor, the worker and worker representatives will be given access to the records of the worker's earnings.			



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H. Additional Material Terms and Conditions of the Job Offer

y. Job Offer Information 25

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Termination
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Employer may discipline and/or terminate the worker with notification to the Job Service local office if the worker: (a) refuses without justified cause to perform work for which the worker was recruited and hired or refuses to follow housing rules; (b) commits serious acts of misconduct; (c) malingers or otherwise refuses to work in accordance with directions or is otherwise obviously unqualified to perform the job; (d) is physically able but does not demonstrate the willingness to perform the work necessary; (e) fails to meet the established productivity standard indicated in the petition after the one-day (6 hour) training and 6 day acclimation period; (f) or other job-related reasons; (g) falsifies identification, personnel, medical or other work related records; (h) commits acts of insubordination; (i) employer is made aware of a criminal conviction record or status as a registered sex offender that the employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.</p> <p>In general, with respect to Item A(b) above, "serious act(s) of misconduct" includes but is not limited to: theft from the employer or other workers; fraud or falsifying work related records, intoxication during the work day; use of illegal drugs, disobeying a lawful and reasonable instruction given by the employer or supervisor; abusing or threatening other employees, supervisor or employer; spitting, demeaning or use of profanity towards other workers, employer or supervisor; bullying or harassment (including verbal, physical sexual) other employees, supervisor or employer; willful or malicious damage to employer's or other worker's property.</p> <p>In general, with respect to Item A(h) above, insubordination will be considered to be any willful or intentional failure to obey a lawful and reasonable request from the employer or supervisor. The basic elements of insubordination include: 1. A reasonable and lawful direct order was issued to the employee, either verbally or in writing, by the employer or supervisor; 2. Employee received the order orally or in writing and communicated confirmation of understanding the order; and 3. Employee refused to obey the order directly through an explicit statement of refusal or through non-performance.</p> <p>Five unexcused absences by the worker will be considered a job-related reason for worker termination. Workers must work at a sustained, vigorous pace and make bona fide effort to work efficiently and consistently that are reasonable under the climatic, horticultural, and other working conditions. Each worker must clean their work area each day and dispose of trash and discarded items in provided receptacles. The employer will report worker who, a) voluntarily abandon employment before the end of the contract period, or b) workers who are terminated for cause, to the Chicago National Processing Center, and H-2A workers to the Department of Homeland Security, in writing or other approved method, not later than two (2) days after the abandonment or termination occurs. Abandonment will be deemed to be after a worker fails to report for work at the regularly scheduled time for five (5) consecutive working days without the consent of the employer. The employer will not be responsible for providing or paying for reported d workers a) subsequent transportation and subsistence expenses, and b) the worker will not be entitled to the ¾ guarantee.</p>			

z. Job Offer Information 26

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Termination 2 of 2
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Workers must notify the employer prior to voluntarily terminating the employee. All wages due will be forwarded to the last known address for workers that leave with providing notice. It is imperative that workers provide a complete and accurate address to the employer no later than the first day of employment. The employer has a no complete, no hire policy. Termination for lawful job related reasons before the specified ending date listed on the application will disqualify the employee for future employment opportunities with the employer. Workers who abandon their employment without notice during the period covered by this work agreement will be disqualified from future employment opportunities with the employer. Voluntary resignation before the specified ending date listed in the application may disqualify the employee from future employment opportunities with the employer. For workers who resign their employment voluntarily, the employer will consider and evaluate special circumstances and hardship cases on a case-by-case basis. Employees, without exception, are required to notify appropriate supervisory staff prior to voluntarily terminating their employment to be considered and eligible for exemption to the no complete, no rehire policy.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 27

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Contract Impossibility
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Pursuant to DOL regulations at 20 CFT 655.122(o), if, before the expiration date specified in the work contract, the services of the worker are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes the fulfillment of the contract impossible, the employer may terminate the work contract. Whether such an even constitutes a contract impossibility will be determined by the CO. In the event of such termination of a contract, the employer must fulfil a three-fourths guarantee for the time that has elapsed from the start of the work contract to the time of its termination. The employer must make efforts to transfer the worker to other comparable employment acceptable to the worker, consistent with existing immigration law, as applicable. If such transfer is not affected, the employer must: (1) Return the worker, at the employees expense, to the place from which the worker (disregarding intervening employment) came to work for the employer, or transport the worker to the workers next certified H-2A employer, whichever the worker prefers: (2) Reimburse the worker the full amount of any deductions made from the workers' pay by the employer for transportation and subsistence expenses to the place of employment; and (3) Pay the worker for any costs incurred by the worker for transportation and daily subsistence to that employers place of employment. Daily substance must be computed as set forth in paragraph (h) of this section. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved.			

. Job Offer Information 28

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Injuries
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Worker will be covered by Workers' Compensation Insurance for injuries arising out of and in the course of employment. Employer's proof of insurance coverage will be provided to the Regional Administrator before certification is granted. The employer agrees to follow all the required Workers' Compensation rules including light duty.			

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 29

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Extension of Employment
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer Obligation if Employment Extended: No extension of employment beyond the period of employment specified in the job order shall relieve the employer from paying the wages already earned, or, if specified in the job order as a term of employment, providing return transportation or paying return transportation expenses to the worker.			

. Job Offer Information 30

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Notification of changes in employment
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer Notification of Changes in Employment Terms and Conditions: Employer will expeditiously notify the order-holding local office or State agency by telephone immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment.			

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 31

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Outreach Workers
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Outreach Workers: Outreach workers shall have reasonable access to the worker in the conduct of outreach activities pursuant to 20 CFR 653.107 and 20 CFR 653.501 (xvi).			

. Job Offer Information 32

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Agreement
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * A copy of the Job Clearance Order will be provided to the worker by the employer no later than on the day the worker commences work.			

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 33

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Wage Statements
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Wage Statements: Employer will furnish to the worker on or before each pay day written statements showing the hours actually worked by the worker and the worker's total earnings for the pay period. Such statements will comply with DOL requirements found in 20 CFR 655.122(k). In an effort to ensure accuracy, each worker shall sign an acknowledgment of the receipt of said statements from the employer and shall have 10 days from signing the receipt to make written objection to the employer should the worker disagree with the accuracy of any such statement provided. Should the worker fail to provide written objection to the employer within said 10 day period, it shall be presumed that the statements received by the worker are accurate. The 10 day period indicated above does not overrule U.S. Code 29 USC sec. 255(a). If the cause of action occurs on or after May 14, 1947 –may be commenced within two years after the cause of action accrued, and every such action shall be forever barred unless commenced within two years after the cause of action accrued, except that a cause of action arising out of a willful violation may be commenced within three years after the cause of action accrued.			

. Job Offer Information 34

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Regulation Disclosure
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer agrees to abide by the regulations at 20 CFR 655.135, Assurances, and 20 CFR 653.501.			

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 35

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Group Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * If a sufficient number of qualified workers are available at the same time and place to come to work for the Employer, the employer may, at the employer's option, coordinate group transportation arrangements (such as arranging for group purchase of bus tickets, charter bus service, or employer provided transportation or other arrangements or assistance, as appropriate).			

. Job Offer Information 36

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions - Drug Testing Disclosure
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer has a drug-free workplace program. Drug testing may be done post-accident and for cases with valid reasons for suspicion at the employer's expense.			

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 37

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions - Criminal Background Post Extension of En
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer performs criminal background checks after an offer of employment has been extended at the employer's expense.			

. Job Offer Information 38

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions - Smoke Free Facilities
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * All company facilities, including office, housing, work-sites, and company vehicles are designated as non-smoking areas. To accommodate employees who smoke, smoking is only permitted outside in specifically designated areas that are clearly identified with posted signs. This includes the use of e-cigarettes. All individuals are required to dispose of cigarette butts in the designated receptacles.			

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 39

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Safety Net Hat
3. Details of Material Term or Condition (up to 3,500 characters) * Citrus harvesting workers will be required to wear a safety net hat to protect the individuals face.			

. Job Offer Information 40

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions - Criminal Background Disclosure
3. Details of Material Term or Condition (up to 3,500 characters) * Due to communal living arrangements where workers entitled to free housing will reside in close proximity to one another with limited residential supervision, and due to food safety considerations, employer will conduct criminal background checks on all applicants offered employment in order to minimize the occurrence of crimes among residents. Therefore, any and all employment offers are contingent upon applicants having no history of being either a 'habitual felony offender' or 'habitual violent felony offender' as defined in Sections 775.084(1)(a) and (b), Florida Statutes, and the absence of convictions of (1) a felony or attempt or conspiracy to commit a felony of violence, including but not limited to convictions of arson, aggravated or sexual battery, aggravated stalking, armed burglary robbery, aggravated assault aggravate child abuse, aggravated abuse of an elderly person or disabled adult, kidnapping, manslaughter or murder, and (2) misdemeanor offenses as described in Chapters 784(assault and battery), 790(weapons), 800(lewdsness), 806 (arson & criminal mischief), 810 (burglary, 812 (theft), 856 (drunkenness, and 893 (drug abuse), Florida Statutes, and comparable misdemeanor statutes of other jurisdictions.			



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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 41

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Transportation Disclosure
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>For workers hired from beyond normal commuting distance, after completion of 50 percent of the work contract period, the employer shall reimburse the worker for costs incurred by the worker for transportation and daily subsistence, as required by DOL regulations, from the place from which the worker has come to work for the employer to the place of employment. The daily subsistence while in travel will be no less than \$12.68 per day without receipts and up to \$55.00 per day with receipts as the maximum amount to be reimbursed. If the worker completes the work contract period, the employer will provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, came to work for the employer, or, if the worker has contracted with a subsequent employer who has not agreed in that contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's work site to such subsequent employer's work site the employer will provide or pay for such expenses; except that, if the worker has contracted for employment with a subsequent employer who, in that contract, has agreed to pay for the worker's transportation and daily subsistence expenses from the employer's work site to such subsequent employer's work site the employer is not required to provide or pay for such expenses. Workers who do not complete 50 percent of the work contract will be required to repay the employer for travel and subsistence costs for which the worker has been reimbursed to the extent that those costs exceed the contracted minimum wage.</p> <p>For workers residing in the employer's housing, the employer will provide transportation between the worker's living quarters, and the employer's work site and return without cost to the worker. Domestic workers not residing in the employer provided housing will be provided transportation from a designated pickup site to the employer work site and back, without cost to the worker.</p> <p>The employer assures that all employer provided transportation meets all applicable local, state and federal requirements.</p>			

. Job Offer Information 42

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Workplace Standards and Rules
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Statewide Harvesting and Hauling, LLC expects all employees to adhere to the rules of conduct necessary for the company's safe and efficient operations. The rules of conduct are necessary to establish and maintain a productive and respectful work place</p> <p>The performance standards listed below, and others that may be established from time to time, are not all-inclusive. These standards are only examples of the types of misconduct for which employees may be disciplined or dismissed. They are published to provide a general understanding of what your employer considers to be unacceptable conduct. Statewide Harvesting and Hauling, LLC may impose disciplinary action in those instances where management decides such action is appropriate up to and including termination of employment for cause.</p> <ol style="list-style-type: none">1. Failure to perform work assigned by a supervisor or manager, consistent with the terms of your job clearance order.2. Falsification of company records or documents, or other material forms of dishonesty, fraud, theft, or the misuse of property.3. Leaving the farm property during scheduled working hours without the permission of your supervisor or manager.4. Deliberately abusing, destroying, damaging, or defacing farm property, tools and/or equipment, including the personal property of others.5. Taking part in any conduct which may endanger fellow employees or discredit the organization.6. Improper or illegal use of alcoholic beverages, illegal drugs, controlled substances, or prescribed medications.7. Failure or refusal to cooperate in a company investigation.8. Improper behavior in performing your job.9. Violation of Statewide Harvesting and Hauling LLC's policies or procedures – including but not limited to housing rules of occupancy – which have been established to protect your employer's property and equipment, as well as to help safeguard the health and safety of its employees.10. Tolerating, participating in, or initiating an event or act that is considered threatening behavior or workplace violence.11. Cell phones are not allowed inside the fields, orchards or packing facility. Cell phone must be left in the bus, van or at camp.			

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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 43

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Sanitation Requirements
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * For food and general safety purposes, all workers will be required and expected to follow common sanitary practices at all times. This is particularly critical when working in agricultural crops for human consumption. Employees are required to cleanse their hands by washing them thoroughly with soap and water after using the bathroom and before entering the fields. All workers must report all injuries and illnesses to their employer. As well as any communicable diseases such as, but not limited to diarrhea, or any other infectious disease or illness. Workers shall report immediately any cuts or abrasions that cause open bleeding. No tobacco, food, gum, candy, drink (other than water) or medication are allowed while working in the field. No jewelry, watches or fingernails longer than 1/8 inch are allowed. No open toe shoes or sandals are permitted. Glass bottles, drinking glasses, or any item made from glass are prohibited in the field. Improper hygiene will not be tolerated. Throw the used bathroom tissue in to the toilet every time, then flush the toilet. Keep the rest rooms, rest areas and portable facilities in the field clean for others.			

. Job Offer Information 44

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Raspberry Harvesting
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Workers will move down assigned rows picking all ripe berries, grading berries while harvesting, taking care to sort and pack containers by size, shape, color, quality and quantity as directed. Each worker must pick the plants clean of all ripe fruit, sort and pack all good berries into specified containers, within the box, according to very high quality standards as set forth in the Company food safety policy and standard operating procedures. Bad berries will be picked or disposed of as determined by the Supervisor. Each worker shall handle berries carefully to avoid bruising. Bruising will weaken the berry. Each harvesting worker is expected to move with the crew from row to row to maintain the efficiency level. Upon completion of each box picked, the worker will take his/her packed box to the crate shed to be viewed for grade, and receive a new box with containers. Any containers that are over or under packed, or consist of poor quality fruit, will be returned to the worker for repacking. Upon completion of an assigned row, the worker will move to the next vacant row to be picked. Harvester may receive disciplinary notice if quality continues to be an issue.			

H-2A Agricultural Clearance Order
Form ETA-790A Addendum C
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H. Additional Material Terms and Conditions of the Job Offer

. Job Offer Information 45

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Minimum Pay Disclosure
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Most of the jobs associated with this employment are paid by the piece rate, however \$12.08 per hour or a higher prevailing wage rate, if applicable, is guaranteed as a minimum for all hours worked during a pay period. An employer must offer, advertise in its recruitment, and pay a wage that is the highest of the AEWR, the prevailing hourly wage or piece rate, the agreed-upon collective bargaining wage, or the Federal or State minimum wage, except where a special procedures approved for an occupation or specific class of agricultural employment. If the worker's total pay for the pay period from a piece-rate earnings and hour wages divided by his total hours worked during that pay period results in average hourly earnings of less than the guaranteed hourly rate, the worker will be provided build-up pay to the guaranteed minimum hourly rate. Employees working under the piece rate system will be required to average not less than the state and federal minimum wage at the end of the first work week.			

. Job Offer Information 46

1. Section/Item Number *		2. Name of Section or Category of Material Term or Condition *	
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			